

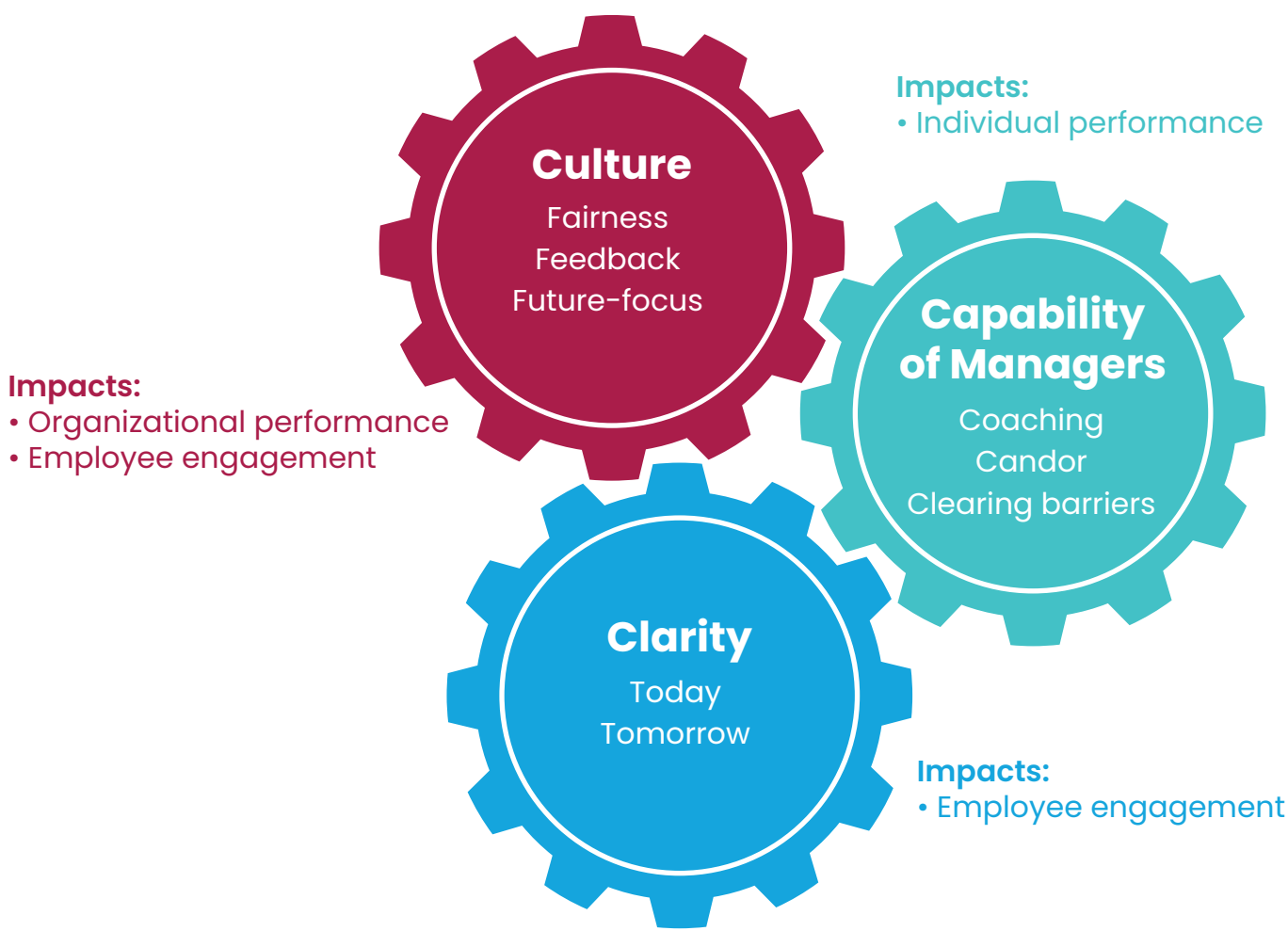
# HOW EFFECTIVE ARE YOUR PERFORMANCE MANAGEMENT PRACTICES?

Of all the modern changes to performance management practices, which ones actually make a difference?

## LEVERS THAT AFFECT PERFORMANCE AND ENGAGEMENT

Our recent study identified 3 levers that organizations can use to increase organizational and individual performance, as well as engagement.

This model highlights a different mindset – one that focuses on culture, managers, and clarity. And it illustrates the differences in modern practices versus the way we've always done it.



## HOW LEVERS CHANGE MODERN PM

Historically, performance management practices have been a structured and inflexible checklist designed primarily to meet organization needs. Today, a focus on culture, capability of managers, and clarity means that organizations are creating a series of ongoing habits – making PM as much about enagement and development as it is about performance. *Note: colors align with levers introduced above.*

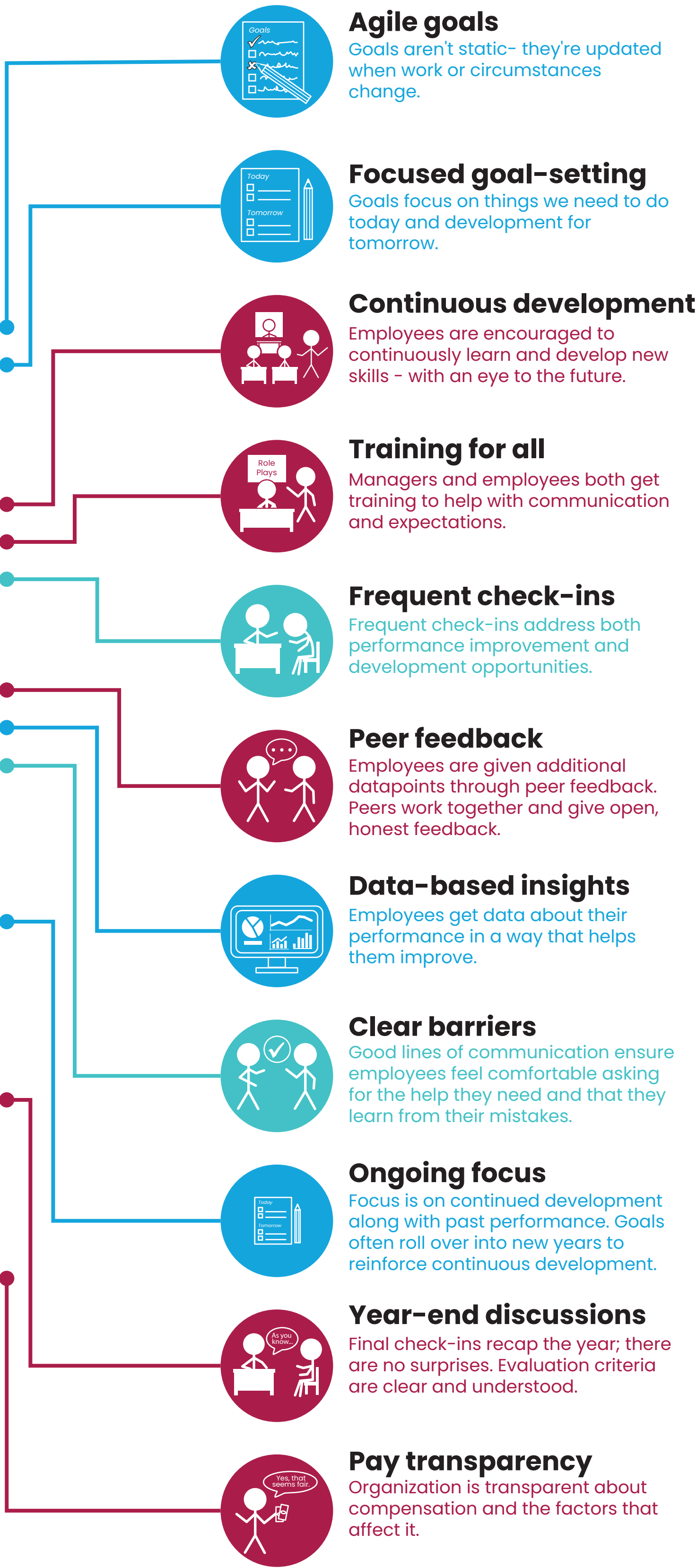
### Historical check-the-box approach

#### HISTORICAL PM CHECKLIST

- ☐ Goals are set at beginning of the year and approved by managers.
- ☐ Employees are offered structured opportunities for development.
- ☐ Managers are encouraged to give meaningful feedback and **may** get training on how.
- ☐ End-of-year prep, including collecting data, writing reviews, and calibration.
- ☐ End-of-year performance review – covers entire year. Performance rating assigned.
- ☐ Compensation is determined and delivered. Methods are often not clear.

Note: Modern addition colors align with levers introduced above.

### Modern additions



DOWNLOAD THE REPORT:

<http://www.glintinc.com/resource/the-makings-of-modern-performance-management/>